

## **WATERBURY BOARD OF EDUCATION**

Monday, January 5, 2009 at 5:30 p.m.

(For the January 12, 2009 Board Meeting - MINUTES ATTACHED)

### **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, January 5, 2009 at North End Middle School, 534 Bucks Hill Road,, Waterbury, Connecticut, starting at 5:40 p.m.

**PRESENT:** President Hayes, Commissioners D'Angelo, Flaherty-Merritt (6:19 p.m.), Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

**ALSO PRESENT:** Superintendent Snead, Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, Education Liaison Mary Ann Marold (left at 7:25 p.m.), and School Inspector Herbert Greengas.

Reports were submitted to the various committees of the Board and discussed.

### **ADJOURNMENT**

The Committee meetings adjourned at 8:48 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, January 12, 2009 at 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut

***PRESENT:*** President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

***ALSO PRESENT:*** Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold (left at 7:30).

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:44 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

HAYES: I just want to remember Mr. Massa our phys ed teacher from this school and we should also keep in mind Commissioner Vincent Russo who just passed away as well, he was from Waterbury, and Ron Frost's mother-in-law, and we also had a loss to a City worker's family, Mr. Moriarty, his daughter Colleen, it's been a rough week so let's try to keep all those families in mind.

### **ROLL CALL**

CLERK: Commissioner D'Angelo.

D'ANGELO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file the following communications:**

1. Copy of communication dated December 30, 2008 from Civil Service certifying Stephen Curtin for the position of Paraprofessional.
2. Communication received January 5, 2009 from Justin Morin regarding the dress code.
3. Communication dated January 5, 2009 from Attorney Rosenblatt requesting information pursuant to the Freedom of Information Act.
4. Copy of communication dated January 5, 2009 from Civil Service certifying Deise Biderman and Melinda Greene for the position of ABA Behavioral Therapist.
5. Communication dated January 8, 2009 from Lori Hart updating the Board on the Children's Mental Health & Juvenile Justice Planning Grant.

HAYES: Motion is made and seconded. All in favor, opposed.

**APPROVAL OF MINUTES:**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the minutes of the September 29, 2008 Regular Meeting, October 6, 2008 Special Meeting, October 14, 2008 Regular Meeting, and October 20, 2008 Special Meeting.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none - all in favor, opposed. Is there anyone here wishing to address the Board? Seeing none we can move onto the Superintendent's Report.

**SUPERINTENDENT'S REPORT:** The funeral for WAMS teacher, Tim Massa, was this morning. Tim was a popular teacher at the school and many students and staff were deeply affected by his passing. We provided counseling at the school last week.

The Mayor's Blue Ribbon Commission on Truancy and Dropout Prevention will be meeting this week on Wednesday from 5 to 7 p.m. at WAMS.

There will be no school next Monday for the Martin Luther King, Jr. Holiday. There will be staff professional development the following day, Tuesday, with no school for students.

In December, I, along with Paul Guidone, Anne Marie Cullinan, and Social Studies Supervisor Joe Nole met with representatives from the Mayor's Office, the Palace Theater management team, and Attorneys from Carmody and Torrence to help coordinate our participation in a simulcast of the Presidential Inauguration. The simulcast will take place on Tuesday, January 20, from 11:30 am to 1:30 pm at the Palace Theater. Students and staff members have been encouraged to invite family members and friends to attend. Tickets needed to be reserved at the Palace by January 9. We will be attending a follow up meeting tomorrow in the Mayor's Office to finalize all the details.

I had a meeting Friday and it lasted several hours, we usually have short meetings but this time there was a lot of discussion. That meeting was with the CAUS Superintendents, the 15 urban school superintendents along with the State Commissioner and one of the co-chairs of the State Legislative Committee was there, Representative Fleishman. A lot of discussion about the obvious, the budget, ECS, all the unfunded mandates and stuff. I thought I'd bring some notes here just to kind of give you an idea of what the discussion entailed. There's gonna be a formal proposal from our group to Mark McQuillan, the State Commissioner, detailing the concept of linking potential ECS cuts to a reduction in the mandatory school calendar. There's still a lot of discussion about that and Hartford is the one that is really, I think they're really, really serious about doing this. I think Hartford is going to actually do it no matter what. But there's a lot of positive feedback from the other superintendents, as well, on that as a possibility. Two – eliminating unfunded mandates, i.e. in-school suspension, the DRA, the ECF transfer and the cost from that, and special ed services for private schools, costs for that.

HAYES: Doc, before you go any further, can I just be clear on what this process is, you're saying Hartford and someplace else may be doing this. They're not representing us...

SUPERINTENDENT: No.

HAYES: In agreeing to anything or disagreeing to anything. Does their Board of Ed support them?

SUPERINTENDENT: That's what it appears to be and there are several superintendents who are encouraged by it and interested in doing the same. Three – reviewing labor issues, those are seniority and if there's a RIF procedure, reduction in force, defining experience inquisition as a factor and considering training and qualifications, not just certification. There's gonna be some continued discussion about the magnet formula and how we can, we out here can benefit as well as Hartford is benefiting with their funding.

HAYES: How are they doing in Hamden?

SUPERINTENDENT: She was there and so was Reggie Mayo from, so they had a lot of discussion going back and forth. It's gonna be difficult but, Fleishmann was paying attention, and we don't know what's gonna happen, but hopefully something will happen that will help us with all of our magnet school funding. Dr. Mayo is hosting a news conference at 1:00 p.m. on Thursday about this whole magnet school funding issue because they have I think more magnet schools in New Haven than any other school district so they're affected tremendously by the funding situation. And also, we're gonna have a CAUS Legislative Breakfast in the LOB Building on January 15 at 7:30 a.m. We're inviting all of our reps and our state senators. I don't know how many will show up, I know Senator Caliguiri has RSVP'd. You're welcome to come as well. Thank you, that concludes my report.

**PRESIDENT'S COMMENTS:** Thank you Dr. Snead. I just want to make sure we're not being represented as thinking a certain way by a certain group simply because you're there. I appreciate you giving us the information. If you want to make a pitch to us on that, it's more than open, we're willing to listen. Just under President's comments, I did get a chance to go to the Kennedy girls' basketball game; they lost to Torrington the other night. It was nice to see the public come out and support the girls for a change by like 650 or so the newspaper estimated. It was nice to see that. We actually opened a third set of bleachers, normally the girls play on only one half of the gym. I wanted to thank publically WATR as well for taking the risk I guess of going away from where they normally go with the boys' games, maybe where the sponsorship is better, whatever, I don't know what moved them to do that but appreciate the fact that they did that for us and gave our girls an opportunity. They'll have other opportunities, maybe there was a little more pressure than they ever seen before. It was nice to see a lot of people supporting the girls for a change. Normally we only see those kind of crowds at boys' games, and not always at the boys' games either, but it was great to see that. And now we'll move onto the Consent Calendar. Does anyone want to remove anything from the Consent Calendar?

President Hayes proceeded to read the Consent Calendar.

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.11, as listed:**

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval to participate in the American Association of School Administrators/My College Options Planning Program.
- 9.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to participate in the U.S. Department of Education's "Transition to Teaching Grant" with the Connecticut State Department of Higher Education.

- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Manager Contract with Dimeo for the New Elementary School #2 Project – Robinson/North Main Street.
- 9.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Agreement with Newfield Construction Inc., for construction manager services for the Enlightenment and Special Education Program Center Project.
- 9.5 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042 for the Enlightenment and Special Education Program Center Project.
- 9.6 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by school organizations and/or City Departments.
- 9.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 9.8 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to N. Martone, KHS, and four chaperones to take 50 students to Lenox, MA on April 9, 2009 to visit Shakespeare and Company.
- 9.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Ring, KHS, to take seven students to Washington, DC from March 1 through March 6, 2009 to attend Close-up Washington.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Mancuso, CHS, to take 10 students to Washington, DC from March 1 through March 6, 2009 to attend Close-up Washington.
- 9.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to LTC Bradshaw, CHS Army JROTC, and four chaperones to take 50 students to Newport, RI on January 24, 2009 to attend a drill competition.

HAYES: Motion is made and seconded. All in favor, opposed.

## **11. COMMITTEE OF THE WHOLE**

- 11.1 Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted by roll call vote to approve the 2009 – 2012 Stipulated Award/Agreement between the School Administrators of Waterbury (SAW) and the Waterbury Board of Education.**

HAYES: Motion is made and seconded. Any discussion?

FLAHERTY-MERRITT: While all of our Commissioners are considering how to vote on this matter, I'd just like to put my two cents in having been to every single one of these negotiating meetings, sitting through everything that we did knowing that we bargained in good faith. First, in terms of, SAW has been patient over the past several contracts. The economy was doing well but Waterbury was paying for past crimes. As a result our members took step freezes, lost benefits, and increased co-pays. At this point in time our administrators are on the low end of the spectrum for pay compared to other districts in the area. This contract was negotiated on both sides for an increase of only a maximum of 3.2% per year and this is inclusive of step increases. Comparably to other school districts this is very low. Currently our administrators are low compared to our other urban districts. With this pay increase they still will be remaining low, we won't be bridging that gap. If we would like to remain competitive we have to at least pass this contract. Time was taken carefully to consider the language of the contract. We have a management friendly contract therefore there is little need to any overall of the verbiage in our contract. I understand the concern with the loss of the merit pay clause, however, in a district such as ours we would need to offer merit pay to, as an improvement pay to every member of the SAW union. It would be hard to isolate any one or select group of individuals who cause for the improvement with our truancy rates the way they are. With our student bodies transferring from school to school over the course of the year we don't end up with the same student body that we start with at any one school so the improvement can't be truly evaluated on a fair method. So again, I just ask people to consider these things and pass this contract unanimously.

SWEENEY: I would have preferred at least some incremental movement toward a performance based system. The now defunct bonuses initiated by the Oversight Board was a step in the right direction and it is unfortunate that that initiative was never even given a chance to succeed. I can appreciate the difficulty some might feel in trying to award those bonuses, but I will reiterate, again, that yearly our supervisors and our principals are evaluated and if you can evaluate them on paper you can certainly can make a decision as to who has done an exemplarily performance in the district during the year. The contract as proposed does in some measure address the loss of the step in the previous contract and I think given that we aren't a purely performance based system that that needed to happen. However, at 3%, 3.2% and 3.2% in these financial times, I think is difficult, at best, and I have to consider what is in the best interest of the students, I have to consider what is in the best interest and what is deserving of our staff, and I have to consider what taxpayers deserve to pay and at this point in time I don't feel that I could fully support this as it stands.

THERIAULT: Yes President Hayes, once again we are stuck with a dilemma here because in giving the administrators a potential almost 10% raise over a three year period, which they rightfully deserve, having been stuck behind the eight ball with the Oversight Board, so many punitive things, has put our administrators approximately \$12,000 behind other towns surrounding Waterbury. They have received less pay; they have received less benefits in terms of health, and also have contributed more as has the general public and the taxpayers at large. Just because I was an administrator doesn't necessarily mean that I'd always go along with everything that was proposed for the benefit of administrators. In looking at merit pay, one would wonder how this merit

pay would be administered especially if test scores were to be used in any way as a criteria. If test scores were used then you could take principal "x" that was working in an inner-city school working tremendously hard, achieving very little in terms of increases in test scores, but pretty much working night and day trying to get the job done. And then on the other hand you can take someone in our magnet schools who are also working very hard but not near the magnitude that that inner-city principal is working at. So therein lies the enigma of how to administrate and how to evaluate and what is exemplary performance. Would it be that principal that got grants and brought money into the City? Would it be that student that got the most public relations? Would it be that school that had the school that the kids and parents were happiest at? I don't know, but I think it's a very difficult program to administer. Seeing our administrators and teachers leave after three to five years in the City of Waterbury is both alarming and disheartening. We seem to become a proving ground for administrators and teachers throughout the State that come here, get their experience, and leave and get 10 to 15 to 20 thousand dollar raises in their new positions. Unless we are going to keep the brightest and the best with actual examinations by Civil Service, bona fide examinations not take home examinations, then we must offer a competitive wage to our administrators. But I think the faux paw with me is if we're going to offer our administrators a 10% raise over a three year period then parity would suggest that we also are going to offer our teachers equally a kind of incentive of 10%. Now the administrators would be getting approximately \$250,000 a year for approximately \$750,000 for approximately 80 to 85 administrators which in my mind is not unmanageable with the kind of money that we spend at this Board of Education. My concern is the parity with the teachers as we come down the line and that program in which we administer for our teachers is approximately 1,300 individuals, so as we vote for this contract, which I will vote for, cautiously, I have concerns about the administrator's contract and about the teacher's contract. I have concerns about the ECS and . . . that all of you got recently when I went down to ACES and brought back some material to you with the potential that the State Legislature could cut 12% of our ECS money, and that being said, we know that that would calculate to approximately 14 million dollars. Now how we could run a system with 14 million dollars less would only be, not to just take the good and the bad programs and separate them and throw out the bad programs, we would throw out the bad programs and the good programs and literally throw out the baby with the bath water. So I think that as the legislature unfolds their plan, their goals and objectives for budgets with nearly a million dollars in loss this year, a billion this year and possibly six million or more over the next two years after that, I don't know what the evolution of education will be like, but I have the sneaky suspicion that it will be nothing like we have right now. So I'm gonna vote in favor of it, but I have some cautious remarks. Thank you.

LACCONE: I'd like to start off with a question if I could, if Paul wouldn't mind, maybe you can give me a clarification. One of the issues in this contract in the beginning that was highlighted was retiree health care benefits; it looks like there were substantive changes in the beginning when we first got our packet. After receiving the black line it looks like there isn't. There is some question, although, to the language that's incorporated in the retiree health care benefits. It was a simple change from "full normal" retirement to just "full" retirement for State pension purposes. I just need a clarification from Paul if you can give me, is that a substantive change in any way for the retiree health care?



GUIDONE: Steve I didn't sit in on the language change meetings but rather on the money change meetings, but on that particular matter counsel had advised that no there's not a substantive change. The reason for the change from the phrase full or normal had to do with the union's concern that State Retirement has a spousal election that you can elect to have your spouse receive your pension upon death but at a lower rate and the concern with the phrase "full" somebody might say the "full" is not "full" if you've elected your spousal retirement. So the phrase "normal" is defined within the State Teachers Retirement which obviously applies to administrators and at least described to me there was no substantive change.

LACCONE: Thank you, I just wanted to get that on the record so that everybody understood in case there were any questions. In regards to the contract from a financial standpoint, are the percentages below what is normally given out in this State or . . . municipalities? Yes it is, it still is and I commend SAW and the City for coming together on a financial package that doesn't devastate us because we all know how underpaid they are compared to everybody else. The only issue I will bring up from a Board standpoint, although three and three point two, whatever it comes out to, is not substantial, we are giving these in step increases and not general rate increases. So just be well aware that although we are well underpaid compared to everybody else, in three years because our wages will remain stagnant and just get step increases, we will be even farther behind the eight ball in three years compared to other municipalities. There's always . . . balance between general rate increases and step increases, usually there's a . . . of both incorporated in the agreement. Just so we understand that in three years the bottom step is going to be even more grossly underpaid. And in regards to the language changes, after getting clarifications, I'm very comfortable. There's nothing major in there that changed, although the language itself, again, we went painstakingly through these contracts to eliminate ambiguous language and language that it wasn't literally from a layman's point of view understood, it doesn't seem like it rises to the level of anything that we need to be concerned with. So I'll be in favor of this contract.

HAYES: Anyone else? I guess we'll do a roll call on this please.

**ROLL CALL VOTE:**

**Yeas:** Commissioners D'Angelo, Flaherty-Merritt, Laccone, Pinto, Stango,  
Theriault, White, and President Hayes - 8  
**Nays:** Commissioners Harvey and Sweeney - 2

HAYES: Eight-two in favor.

**EXECUTIVE SESSION**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to go into executive session at 7:14 p.m. to discuss the appointment, employment, health, or evaluation of a public officer or employee.**

HAYES: Motion made and seconded. All in favor, opposed.

Present: All Commissioners, Dr. Snead, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, and Attorney Mosley.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to return to the regular order of business at 7:32 p.m.**

HAYES: Motion made and seconded. Let the record show no votes were taken.

**12. COMMITTEE ON SCHOOL PERSONNEL**

**12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the lateral transfer of Patricia Frageau from Regan School Principal to Brooklyn School Principal effective July 1, 2009.**

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passed unanimously

**13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, with Commissioner Theriault "abstaining" on Item 13.7, it was voted to receive and place on file the Superintendent's Notification to the Board Items 13.1 through 13.11, as listed:**

**13.1 Athletic appointments effective immediately:**

Chabot, Albert – Freshman Boys' Basketball Coach, CHS.  
Perriello, Robert – JV Girls' Basketball Coach, CHS.  
Perugini, Loreen – Head Cheerleading Coach, WHS.  
Vecca, David – Freshmen Basketball Coach, WHS.  
Walker, Michele – Assistant Boys' Swim Coach, CHS.

**13.2 Acting Appointments:**

Ariola-Simoes, Lisa – SVP/Special Education, State Street School, effective 01/05/09.

**13.3 Grant funded appointments:**

Marsh, Sophia – Pre-k Classroom Assistant, 10 months per year, 35 hours per week @ \$8.00 per hour, SEIU position with benefits.

**13.4 TPTA appointments, two hours per day (with bus duty 2 ½ hours per day), salary according to contract:**

**Chase School:**

Joan Thomas (to replace Nicole Rinaldi and Sonia Selenica who refused positions)

**Hopeville School:**

Jessica Ayala, Rachel Bette, Kelly Brooks, Michelle Callahan, Christine Diorio, Mark Esposito, Nilsa Garcia, Courtney Grasso, Jennifer Kaplanka, Aurea Perez, Margaret Perugini, Richard Smith  
Subs: Martha Labbe, Amanda Zike

**Sprague School:**

Timothy Giammatteo, Melissa Graboski, Geraldine Horan, Christine Johnston, Kristina Martinez, Christine Russo

**Generali:** Michele Predzimirski

**Walsh:** Toni Benner

13.5. **Pre-k Curriculum Committee appointments, January through March 2009, maximum of 30 hours total at \$30 per hour:**

Kathryn Barbeau Louise Byron Heather Fontaine Karen Hanas  
Barbara Lawson Jennifer Miller Charlotte Surmanek

13.6 **NEMS STEM After School Program appointments, 10 hours per week at appropriate union rate:**

Substitute Administrators: Jackie Gilmore, Jim Simpson

13.7 **Extended School Hours appointments, maximum of 6 hours per week, salary according to individual's contract, funded by the ESH Grant:**

Name	Position	School	Program Start
Frances Finkenzeller*	Teacher	Barnard	January 6, 2009
Michelle Brittingham*	Teacher	Barnard	January 6, 2009
Tina St. Pierre*	Parent Liaison/Aide	Barnard	January 6, 2009
Elaine Dunn*	Clerical	Barnard	January 6, 2009
Nancy Bouchard-McCulloch	Teacher	Brooklyn	January 13, 2009
Jean Lyons	Teacher	Brooklyn	January 13, 2009
Robert McGrath	Teacher	Brooklyn	January 13, 2009
Mary Lou Rose	Teacher	Brooklyn	January 13, 2009
Michelle Bell	Substitute	Brooklyn	January 13, 2009
Dina Sanzari	Substitute	Brooklyn	January 13, 2009
Ryan Lawlor	Substitute	Brooklyn	January 13, 2009
Amy Davis	Clerical	Brooklyn	January 13, 2009
Vicki Mullen	Paraprofessional	Brooklyn	January 13, 2009
Cathy Havican	Paraprofessional	Brooklyn	January 13, 2009
JoAnne Piccirillo	Teacher	Carrington	February 17, 2009
Maria O'Rourke	Teacher	Carrington	February 17, 2009
Karen Makarewicz	Teacher	Carrington	February 17, 2009
Olga Martinez	Teacher	Carrington	February 17, 2009
Lori Riggi	Substitute	Carrington	February 17, 2009
Drewena Knighton	Paraprofessional	Carrington	February 17, 2009
Maria Arroyo	Paraprofessional	Carrington	February 17, 2009
Faye DeLorenzo	Clerical	Carrington	February 17, 2009
Cindy Albizu	Teacher	Driggs	January 21, 2009

Zita Blake	Teacher	Driggs	January 21, 2009
Louise Coughlin	Teacher	Driggs	January 21, 2009
Don Fuller	Teacher	Driggs	January 21, 2009
Justine Kuncas	Teacher	Driggs	January 21, 2009
Bernadette Ouellette	Substitute	Driggs	January 21, 2009
Christine Morotto	Substitute	Driggs	January 21, 2009
Lucy Sheetz	Substitute	Driggs	January 21, 2009
Charlotte Brady	Substitute	Driggs	January 21, 2009
Karen Griffin	Substitute	Driggs	January 21, 2009
Erin McKeeman	Substitute	Driggs	January 21, 2009
Andrea Lund	Substitute	Driggs	January 21, 2009
Donna Evans	Aide	Driggs	January 21, 2009
Rosa Quiles	Clerical	Driggs	January 21, 2009
Wendy Rhinesmith	Teacher	Generali	January 6, 2009
Robyn Medina	Teacher	Generali	January 6, 2009
Mark Gonillo	Teacher	Generali	January 6, 2009
Michael Theriault	Teacher	Generali	January 6, 2009
Rebecca Harrison	Teacher	Generali	January 6, 2009
Lenore Gagain	Teacher	Generali	January 6, 2009
Gina Farrington	Substitute	Generali	January 6, 2009
Roxanne Francisco	Paraprofessional	Generali	January 6, 2009
Laura Dunlap	Paraprofessional	Generali	January 6, 2009
Jaci Russo	Sub-Paraprofessional	Generali	January 6, 2009
Fran Moran	Sub-Paraprofessional	Generali	January 6, 2009
Margaret Walling	Sub-Paraprofessional	Generali	January 6, 2009
Kellie Canfield	Sub-Paraprofessional	Generali	January 6, 2009
Marie Verier	Sub-Paraprofessional	Generali	January 6, 2009
Kathy Stamp	Administrator	Generali	January 6, 2009
Tania Mendoza	Clerical	Generali	January 6, 2009
Ellen Paolino	Sub-Admin	Generali	January 6, 2009
Lenore Gagain	Sub-Admin	Generali	January 6, 2009
Nicole Dean	Teacher	Kingsbury	January 26, 2009
Laura Galanti	Teacher	Kingsbury	January 26, 2009
Tina Polletta	Teacher	Kingsbury	January 26, 2009
Eric Feeney	Substitute	Kingsbury	January 26, 2009
Christine Capaldo	Aide	Kingsbury	January 26, 2009
Anna Maia	Sub-Aide	Kingsbury	January 26, 2009
Norma Guedelha	Clerical	Kingsbury	January 26, 2009
Lee DiBella	Sub-Teacher	Kingsbury	January 26, 2009
Kerri Knightly	Teacher	Kingsbury	January 26, 2009
Karen Gaudiosi	Teacher	Regan	To Be Determined
Michael Hamel	Teacher	Regan	To Be Determined
Amy Petruzzi	Teacher	Regan	To Be Determined
Melissa Zitell	Paraprofessional	Regan	To Be Determined
Tina Jacovino Benson	Teacher	Regan	To Be Determined
Kim Ward	Sub-Teacher	Regan	To Be Determined
Traci Cianfagna	Sub-Teacher	Regan	To Be Determined
Michelle Ouellette	Paraprofessional	Regan	To Be Determined

Ann Marie Bell	Clerical	Sprague	February 17, 2009
Vjollca Demirali	Parent Liaison - Aide	Sprague	February 17, 2009
Eileen Nido	Teacher	Sprague	February 17, 2009
Helen Kaminsky	Teacher	Sprague	February 17, 2009
Cherie Corbo	Teacher	Sprague	February 17, 2009
Victoria Stemmer	Teacher	Sprague	February 17, 2009
Cheryl Newland	Sub- Teacher	Sprague	February 17, 2009
Erin Brunnock	Sub – Teacher	Sprague	February 17, 2009
Kristin O'Hearn	Sub Teacher	Sprague	February 17, 2009
Elaine Hughes	Aide	Sprague	February 17, 2009
Cynthia Painter	Aide	Sprague	February 17, 2009
Florence Taccardi	Aide	Sprague	February 17, 2009
Kathy Delmonico	Sub-Aide	Sprague	February 17, 2009
Donna Perrault	Admin	Sprague	February 17, 2009
Roxanne Augelli	Admin	Washington	To Be Determined
Rebecca Elliot	Teacher	Washington	To Be Determined
Justine Levasseur-Burke	Sub-Teacher	Washington	To Be Determined
Laura Reed	Sub Teacher	Washington	To Be Determined
Sandra Council	Aide	Washington	To Be Determined
Darlene Cofrancesco	Teacher	Bucks Hill	To Be Determined
Erin Delaney	Teacher	Bucks Hill	To Be Determined
Kate Wengertsman	Teacher	Bucks Hill	To Be Determined
Patricia Ferrare	Teacher	Bucks Hill	To Be Determined
Marcy Frost	Teacher	Bucks Hill	To Be Determined
Anna Machial	Substitute	Bucks Hill	To Be Determined
Francine Oullette	Substitute	Bucks Hill	To Be Determined
Michelle Montes	Substitute	Bucks Hill	To Be Determined
Sue Ann Armour	Substitute	Bucks Hill	To Be Determined
Jessica Rebenske	Substitute	Bucks Hill	To Be Determined
Anna Solla	Clerical	Bucks Hill	To Be Determined
Andrew Gwiazdoski	Teacher	Bunker Hill	To Be Determined
Brenda Cavanaugh	Teacher	Bunker Hill	To Be Determined
Stephen Cruess	Teacher	Bunker Hill	To Be Determined
Maureen Guerrera	Clerical	Bunker Hill	January 6, 2009
Kristine Kijak	Teacher	Gilmartin	To Be Determined
Lorraine Trudeau	Teacher	Gilmartin	To Be Determined
Teresa Morais	Teacher	Gilmartin	To Be Determined
Carolyn Lacapra	Substitute	Gilmartin	To Be Determined
Thea Ricci	Substitute	Gilmartin	To Be Determined
Trish Meany	Substitute	Gilmartin	To Be Determined
Brenda Ruasso	Paraprofessional	Gilmartin	To Be Determined
Susan Bovat	Paraprofessional	Gilmartin	To Be Determined
Jacklyn O'Donnell	Paraprofessional	Gilmartin	To Be Determined
Eugenia Luzio	Sub-Paraprofessional	Gilmartin	To Be Determined
Anna Shove	Sub-Paraprofessional	Gilmartin	To Be Determined
Emily Jessup	Sub-Paraprofessional	Gilmartin	To Be Determined
Janice Rinaldi	Clerical	Gilmartin	January 6, 2009
Richard Smith	Teacher	Hopeville	To Be Determined

Kelly Brooks	Teacher	Hopeville	To Be Determined
Jessica Ayala	Teacher	Hopeville	To Be Determined
Nilsa Garcia	Teacher	Hopeville	To Be Determined
Christine Diorio	Teacher	Hopeville	To Be Determined
Aurea Perez	Teacher	Hopeville	To Be Determined
Michelle Callahan	Teacher	Hopeville	To Be Determined
Mark Esposito	Teacher	Hopeville	To Be Determined
Rachel Bette	Teacher	Hopeville	To Be Determined
Margaret Perugini	Teacher	Hopeville	To Be Determined
Courtney Grasso	Teacher	Hopeville	To Be Determined
Jennifer Kaplanka	Teacher	Hopeville	To Be Determined
Amanda Zike	Substitute	Hopeville	To Be Determined
Martha Labbe	Substitute	Hopeville	To Be Determined
Christine Chauncey	Admin	Walsh	To Be Determined
Dawn Kitney	Clerical	Walsh	To Be Determined
Kenneth Yaffe	Teacher	Walsh	To Be Determined
Shannon Kindelan	Teacher	Walsh	To Be Determined
Stephanie Alspaugh	Teacher	Walsh	To Be Determined
Cathy Dwyer	Teacher	Walsh	To Be Determined
Jessica Rinaldi	Teacher	Walsh	To Be Determined
Sara Guerrera	Teacher	Wilson	January 27, 2009
Susan Maguire	Teacher	Wilson	January 27, 2009
Abigail Peck	Teacher	Wilson	January 27, 2009
Marianna Sullivan	Teacher	Wilson	January 27, 2009
Molly Mendez	Teacher	Wilson	January 27, 2009
Zuheill Aviles	Sub Teacher	Wilson	January 27, 2009
Leocadia Quinones	Sub Teacher	Wilson	January 27, 2009
Christina Rydingsward	Sub Teacher	Wilson	January 27, 2009
Doreen Lawson	Sub Teacher	Wilson	January 27, 2009
Diane Moreau-Elmer	Sub Teacher	Wilson	January 27, 2009
Sandra Palladino	Clerical	Wilson	January 27, 2009
Susie DaSilva	Admin	Wilson	January 27, 2009

**13.8 Transfers:**

Bonner, Patience – from SVP/Special Education, State Street School to teacher, NEMS, effective 01/05/09.

Ciuffo, Anthony – from Kingsbury grade 1 to Kingsbury Grade 5, effective 01/05/09.

Napolitano, Kathleen – from Walsh Grade 2 to Walsh Elementary Remedial Reading/LA, effective 12/08/08.

Primus, Desiree – from Kingsbury Grade 5 to Kingsbury Grade 1, effective 01/05/09.

**13.9 Teacher new hires:**

120	Mauro, Jennifer	WHS	English	BA	1	10/27/08
121	McLane, Michael	NEMS	Spec. Ed	BA+15	1	09/17/08
122	Zike, Amanda	Hopeville	Spec. Ed	BA+15	1	09/19/08
123	Wolfe, Cynthia	WAMS	Science 8	MA	12	12/10/08

124	Shaffer, Andrea	Wilson/Kingsbury	Reading	MA+15	9	01/12/09
125	Conant, Rita	CHS	Spanish	6 <sup>th</sup>	8	12/03/08
126	Baird, Jeff	KHS	Math	MA	2	09/11/08
127	Newberry, Amy	NEMS	Literacy	BA	1	11/12/09
128	Healy, Heather	Driggs	1	BA	1	01/12/09
129	Perrella, Gina	Wilson	Pre-k	MA	1	12/08/08

**13.10 Adult Education appointments:**

Markure, Andy – Temporary Custodian, Adult Education, \$10.00 p/hour, through 6/30/09.

**13.11 After-school Detention Program appointments:**

NEMS- Catherine Leogrande, Lisa Mason  
WMS – Donna Bryk, Kimberly Maffia  
WSMS- Anne Belfiore  
CHS- Nikoleta Kollchaku  
KHS- Lawrence Feola, Anne Marie George  
WHS – Carmella DeStefano

HAYES: Motion has been made and seconded.

THERIAULT: President Hayes, I'd like to recuse myself on Item 13.7.

HAYES: Okay, has everyone else checked this list?

D'ANGELO: I had a question on the After-school Detention appointments, and maybe this was answered in the Workshop, but how come a couple of schools have two appointments and the other schools have one?

CULLINAN: That is actually who applied for the position. The vice principals will have to adjust the amount of students that they are able to keep after school for the Detention Program. That's all who applied, that's why some have one and some have two.

D'ANGELO: So the schools that didn't have enough people to, we have to amend the program?

CULLINAN: No, because the way we wrote the program there would be, I think, 10 to 15 per monitor. We had hoped we would have gotten more interest from teachers to want to work the after-school program, we hired everyone who applied.

D'ANGELO: So West Side Middle School, who has two, they can have two classes of 10 to 15 and the other middle school that has one, can only have one class of 10 to 15. If there's more than 15 kids what happens?

CULLINAN: They wouldn't be given after-school detention unless they serve it at another time. What the principals are trying to do is to get more interest from their staff but we wanted to get the program up and running because you remember from the Discipline Committee Meeting our target date was the 26<sup>th</sup> of January so we're hoping and if we have people who want to work if maybe once they see it in operation then I'll come back with additional names.

D'ANGELO: Maybe a dumb question Mrs. Cullinan, what if an elementary teacher wanted to help with the program?

CULLINAN: I believe we sent it out, it was in the Superintendent's Bulletin, the problem is the time.

HAYES: Is there no need at WAMS? I thought we were doing the program here as well; we just got nobody who wanted it?

CULLINAN: No, right now WAMS wasn't included. This is just a pilot program. WAMS does have an in-house suspension room.

THERIAULT: I just noticed that the Detention Center at WAMS is one hour and yet the other middle schools and high schools are one hour and forty-five minutes? I'm looking for clarification on that.

CULLINAN: The middle school program is slightly shorter because of the fact that they get out later and we're utilizing the one after school bus.

THERIAULT: So I would assume that we're not paying everyone the same amount of money?

CULLINAN: Right.

THERIAULT: We're paying them so much for the time that they work with regard for the Detention Center. Thank you very much.

STANGO: This question is about the Extended School Hours appointments. There's a lot of names here and occasionally an administrator's name pops up and they're identified as an administrator. Is that because they administrating the program or are they working in the program as an instructor?

SEQUEIRA: They're working in the program as an administrator.

STANGO: How come all the schools don't have an administrator then?

SEQUEIRA: Each school in terms of Extended School Hours has an opportunity to "a" apply and "b" present their program for approval.

STANGO: I don't understand you mean they have an opportunity to appoint an administrator?

SEQUEIRA: Normally what happens is, schools have the opportunity for Extended School Hours to apply, and we encourage as many schools as possible to do so and those that apply, they all submit a program in terms of how they're going to run their program in terms of the Extended School Hours.

STANGO: Now the school that does not have an administrator and there is a lot of teachers who are working in it, who's administering that program?



SEQUEIRA: Normally the principal takes on the responsibility of making sure that the program is running.

D'ANGELO: They don't get paid?

SEQUEIRA: They don't.

D'ANGELO: I got to ask then.

SEQUEIRA: I'll double check on that.

D'ANGELO: I got to ask Doc, why then aren't the other schools, why don't we ask them to do the same thing?

SEQUEIRA: We could. It's just the way they submitted it and we received it. We'll encourage them next time.

HAYES: Any other questions regarding Superintendent's Notification? I think we had a motion to receive and place on file. Since there's no discussion, just clarification questions by everyone. All in favor, opposed. New Business?

D'ANGELO: Just one item I have, I received a call the other night after someone watched our Workshop from North End, and someone mentioned that Commissioner Harvey discussed ways to increase or questioned about what we're doing about parental involvement at the school. I think you asked the principal, the teacher suggested to us that, and I thought it was appropriate to bring it up that if we, one area we might look at is instead of having open-houses, the teacher mentioned to do like most of the surrounding towns do and that is to have parent/teacher conferences where they schedule specific times for specific student's parents to attend and actually sit down with the teacher and go over things. Now I don't know how that compares to what we do now and why we, I'm sure there's a good reason why we haven't looked at that.

WHITE: We have looked at it in the past.

D'ANGELO: It was an idea that a teacher called me about so I just thought I'd bring it up. That's all I have.

HAYES: If we could ever come up with a better way to do open house because I don't like the open houses, I never liked them, I still don't like them. I don't think they're really parent friendly, I don't think they achieve much except a hello, either they're doing okay or not, and then if so, then you got to schedule it and all that kind of stuff anyways. Maybe we can do a better, some type of presentation, a group presentation or whatever. I'd be willing to have anybody that's got an idea bring it forward. If it's done someplace else differently and more successfully, I think maybe we ought to consider doing something a little bit different with that.

HARVEY: Just to echo what you're saying President Hayes, the parents that I have had the pleasure of meeting with have expressed concern over the open house type forum, particularly in North End Middle School, and they just voiced their frustration with that.

So if we really want to get parents involved I think we need to look at that. In addition, that question that I asked Commissioner D'Angelo, what I had in the back of my mind was something I'm thinking of asking if we can measure parental involvement, to get that as a measurement because we always talk about it, there are presentations made when we go out to the schools, but what are we doing to measure the increase or decrease of parental involvement? We always say that it's important that the parents are involved but we don't measure it. So that's kind of what I'm hitting at in the back of my mind when I ask that question, that's pretty much what I was thinking of.

WHITE: Sometimes parental involvement is not a measurable quantity because if you get your child up and school ready and ready to learn, and get them their meals and help with their homework, that is parent involvement. It isn't parent involvement as physically going to the schools. So you can count people that come to the schools but that doesn't mean they're also doing their job with getting their child school ready. That's my only grief on that.

HARVEY: If I may, not to belabor the issue but yes, I agree with you totally Commissioner White, but when we, the presentations that we receive when we go to the schools that's what's mentioned – we've had so many parents that came out to the programs, etc., but yet that's a very key area. We need parents involved and we talk about it but we, as far as, maybe measuring is, we need to know whether or not we are increasing it and what we're doing to improve it and I think that's something, that's the missing element in this. So again it's just not something that was in the back of my mind, we want to try to look for something that we can somehow measure, for the lack of better word, how parents are involved in the school.

HAYES: Any more New Business? How about Old Business?

FLAHERTY-MERRITT: Dr. Snead, I wanted to thank you for letting us know about your CAUS Meeting and the one that you're having January 15, but I'd like to see you take the initiative and not follow suit with Hartford, and you know, let them know at the next CAUS and CAPPs Meeting the new Superintendent that will be taking charge, I think I know him a little bit, from my school district, that you need to maybe talk to other educational advocates in the State and see what they're doing in regards to ECS funding and instead of talking about shortening the school year, you know really go up to the legislators and fight for them to keep the ECS funding as is. I agree with your following suit to eliminate all the unfunded mandates. Part of that is when you talk to them, maybe at your breakfast, you can discuss with them how they can show that by spending the money on education versus infrastructure and other things, you will provide actually 50% to 100% more jobs to rebound the economy then if you were to invest the money in other fields.

THERIAULT: Just point of information on that last thing that we voted on with regard to the schools and the programs, after school programs. I think there's 11 schools that have no administrators. But I do want to point out Washington School that has one teacher, two substitutes, an aide, and an administrator. That's a little much. When you got 10 or 15 schools, when you got 10 or 15 people at one school that have no administrator present and you have one teacher, two substitutes, an aide, and an administrator, that needs to be looked at, sorry. I would have voted no on that.

HAYES: There's one teacher and two substitutes that are ready to cover for that one teacher that doesn't show up? So there would be somebody there for the administrator to keep an eye on? Is that how we're doing it? Dr. Sequeira, do you know how that's set up?

SEQUEIRA: Names of substitutes are presented to the Board so that in case a teacher is sick you can bring in this substitute and the substitute's name has already been approved in the event the teacher is absent.

THERIAULT: It's still a little much.

HAYES: I don't understand it myself.

FLAHERTY-MERRITT: Can we bring it up at the next Workshop?

THERIAULT: It's already been passed.

HAYES: It is confusing when you look at it that way. They are a CommPACT School so I don't know how that fits in either.

SWEENEY: Charles and I, Commissioner Stango and I were just at Washington the other day and one of the unique features of Washington is that there are no buses. I would look at the number of students that are taking advantage of the after-school program compared to the number of students at any of the other given programs before we decide that that's overstaffed. If you've got more students then you need more staffing. You may not have as many students taking advantage at the other schools because they're on buses.

THERIAULT: You have one teacher, one aide, two substitutes. Obviously the whole school isn't staying after school.

HAYES: I don't know how we need an administrator at one place when we have 10 teachers at another one and not need an administrator. That's what's confusing.

STANGO: Through the Chair, that was my question earlier.

WHITE: Dr. Snead said that's what he would do, look at it and fix it so that everybody is doing the same thing.

D'ANGELO: Under Old Business, just very quick, I had asked through an e-mail to have a Workshop Agenda item because I didn't understand, and I still don't, how the process evolves with state regulations and federal regulations for removing discipline problematic students from the classroom. And it wasn't a result of a complaint from an administrator or a teacher; I just don't understand the process. And I was going to have a meeting with Anne Marie Cullinan back in November so I can understand it and because of issues I had and issues she had with vacation, I never had that meeting. But the only reason I suggest it for a Workshop, because I thought there might be other Board members that didn't understand the process like I don't understand the process. So I don't know if anyone else has a need, but if not, I'll have the meeting alone and get a feeling for it. But that was my whole reason for leaving that email President Hayes.

HAYES: Does anyone else have concern about that particular item that you want to go further with?

D'ANGELO: Then I'll have the meeting by myself.

***ADJOURNMENT***

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:53 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
*Board of Education*